

## Human rights in a globalised world: why do companies need to pay more attention? Key Findings

**A new Vigeo Eiris study of 4,585 companies headquartered in 60 countries reveals limited scores and progress in the way business is fulfilling its human rights obligations and facing controversies. The study highlights significant discrepancies by topic, sector and geography and provides a list of the best performers.**

- **The 4,585 rated companies' overall score on all human rights topics stands at 33/100** on a scale from 0 to 100. This score indicates that companies are failing to meet the minimum requirements outlined by international norms and standards. Individual company scores range from 0/100 to 88/100.
- **Less than 5% of companies appear to** have adopted relevant human rights commitments with explicit objectives and management oversight, supported by efficient means and processes including due diligence, grievance mechanisms, auditing and control, as well as transparent and comprehensive reporting.
- When companies - including those in the first decile - communicate on human rights, they tend to **display their general aims and policies rather than report on the materiality of the efficiency of means** and the details and results of their processes.
- **Most companies fail to provide a narrative and indicators on how they manage specific human rights risks and measure their related impacts.**
- **The discrepancy between human rights topics remains significant:** labour and workers' rights are the least frequently addressed topic, while issues like non-discrimination on the grounds of diversity are becoming more frequently addressed.
- **Reporting on human rights shows** disparities across geographies, countries and sectors. Most non-communicative companies are headquartered in Asia Pacific and North America, while **the most communicative are located in Europe.**



## Findings by geographical area, country and sector:

**Geographical areas:** 90% of the top 30 performers are headquartered in Europe, while only 6.66% are in Asia Pacific and 3.33% are in the Emerging Markets.

**Countries:** 9 out of the top 10 countries are European, while laggards are mainly South Eastern Asian countries. France ranks first, followed by Spain, Sweden, the Netherlands, Germany, Finland, Italy, Norway, Denmark, and Brazil.

**Sectors:** Institutional bond issuers have the most advanced performance in the rated universe with an average score of 54/100 for Development Banks and 47/100 for Specific Purpose Banks & Agencies. Telecommunications (41/100) is the top performer among equity issuers.

## Findings on controversies:

- Vigeo Eiris has identified **1,308** controversies related to Human Rights, representing **17.2% of all controversies** within our Equitics© database (**7,605** in total):
  - o **57% are linked to violations of fundamental human rights** (i.e. the right to privacy, tenure rights, freedom of expression, rights of indigenous populations etc.);
  - o **9% relate to violations of labour rights** (e.g. 'union busting' practices or union discrimination);
  - o **16% relate to employee discrimination** (based on gender, medical conditions, ethnicity etc.);
  - o **3% are linked to cases of forced or child labour**
  - o **15% are related to human rights violations in the supply chain** (i.e. child or forced labour and poor working conditions etc.).
- In **47.6%** of controversy cases, companies did not respond to the allegations. A minor response or settlement was observed in **44%** of cases, while **7%** took remedial action, and only **1.4%** were proactive (i.e. consulting with stakeholders in addition to undertaking permanent corrective measures).

**The Diversified Banks sector** faces the highest number of controversies related to violations of human rights (173), mainly because of its involvement in the financing of controversial projects. The Mining & Metals sector ranks second with 103 controversies, followed by the Food sector with 99 controversies, which is regularly exposed to allegations concerning the rights of indigenous peoples, tenure rights, discrimination of workers, and the respect of human and labour rights in the supply chain.

### Controversies breakdown by geography



\*Controversies related to the violation of human rights in the supply chain are registered in the business behaviour domain : 51 controversies have been identified in this regard in North America, 16 in Asia Pacific, 63 in Europe, 18 in Emerging markets

## Top 1% rated companies on human rights (all topics)

Title	Country	Sector
Carrefour	France	Supermarkets
Amundi	France	Financial Services - General
Norsk Hydro	Norway	Mining & Metals
Energias de Portugal	Portugal	Electric & Gas Utilities
Orange	France	Telecommunications
Peugeot	France	Automobiles
Endesa	Spain	Electric & Gas Utilities
Infineon Technologies	Germany	Technology-Hardware
Naturgy Energy Group	Spain	Electric & Gas Utilities
Telefonica	Spain	Telecommunications
Telecom Italia	Italy	Telecommunications
NEC Corporation	Japan	Technology-Hardware
Nokia Corporation	Finland	Technology-Hardware
L Oreal	France	Luxury Goods & Cosmetics
Crédit Foncier	France	Retail & Specialised Banks
Engie	France	Electric & Gas Utilities
La Banque Postale	France	Retail & Specialised Banks
Vallourec	France	Mining & Metals
Red Electrica	Spain	Electric & Gas Utilities
Societe Generale	France	Diversified Banks
Eurazeo	France	Financial Services - General
SEB	France	Technology-Hardware
Veolia Environnement	France	Waste & Water Utilities
Groupe Casino	France	Supermarkets
Ajinomoto Company	Japan	Food
BNP Paribas	France	Diversified Banks
Enel	Italy	Electric & Gas Utilities
Sodexo	France	Hotel, Leisure Goods & Services
STMicroelectronics	Netherlands	Technology-Hardware
Vivendi	France	Broadcasting & Advertising
Electricite de France	France	Electric & Gas Utilities
Commonwealth Bank of Australia	Australia	Diversified Banks
KDDI Corporation	Japan	Telecommunications
Michelin	France	Automobiles
TF1	France	Broadcasting & Advertising
Pirelli	Italy	Automobiles
Kesko	Finland	Supermarkets
Grupo Iberdrola	Spain	Electric & Gas Utilities
ING Groep	Netherlands	Diversified Banks
SNCF Réseau	France	Transport & Logistics
Solvay	Belgium	Chemicals
Technicolor	France	Software & IT Services
ThyssenKrupp	Germany	Mining & Metals
Umicore	Belgium	Chemicals